

# TYPEFACE



The quarterly magazine of the  
British Association for Psychological Type

LINKING THE TYPE COMMUNITY



## BAPT CONFERENCE

12th—14th April 2018

REPORT INSIDE

# BRITISH ASSOCIATION FOR PSYCHOLOGICAL TYPE (BAPT)

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**Cover Photographs:** BAPT Conference delegates working in groups (top).

BAPT delegates are entertained in the evening (bottom)

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# EDITOR'S NOTE

## GILL CLACK (ENFJ)



This issue features as its main article the report by Anna Crollick of our most recent 29<sup>th</sup> *Annual BAPT Conference*. It was a wide ranging programme held at a new venue, Kents Hill Park, near Milton Keynes. It was attended by some 72 delegates from the UK, Europe, Australasia and North America, and everyone who attended had a great time. We hope that Anna's write up gives you an idea of the scope of the event, which is illustrated with lots of pictures, and will encourage those of you who didn't attend this year to come to the 2019 Conference.

The first article, however, is our *President's Column* where Sarah Perrott reports on the changes to the Board made at the AGM and reflects on the current position of the Association and initiatives it wants to pursue. This is followed by a piece from Christine Rigden, Webmaster, concerning the ways in which we can make BAPT more visible to the wider world, particularly through the use of social media and asks for your help.

After this there is a report by Ian Jenner of our North West Group's February Workshop on ways in which personality type provides a window upon human creativity, which was led by Dr Shirley Jenner, Lecturer in HRM and HRD (International Development) at the University of Manchester, which was enjoyed by all present.

This is followed by an article from our Careers & Occupations Interest Group *Notes from the Other Side (Of Retirement)* by Christine Rigden where she describes her experiences as a coach with people who have left full time work and are looking for a new direction in their lives.

Next John Hackston's *Spotlight on Research* column looks at research into type and religion, medical students, expatriates and rectangles! Read his piece to see what this means.

Next comes the latest in Nancy Silcox's Types of ... series when, this time, she looks at the *Types of Sweets* that individuals with the different preferences tend to go for. Do you agree with her conclusions?

Then there are the usual short pieces: *Words of Wisdom from the Master* with a quote from Carl Jung, *Is it Half Empty or Half Full?* (ENTJ), and another cartoon from the 2 Ps in a Pod, Rob and Heather Toomey.

There are also two requests for book reviewers – one to cover a book written by our own Board member, Catherine Stohart, entitled *How to Get on with Anyone* (see page 19), and the second, a book written by Nonen Titi from New Zealand entitled *The Music of Life: Playing with Natural Talents* (see page 28). Do please contact me ([gill.clack@kcl.ac.uk](mailto:gill.clack@kcl.ac.uk)) if you are interesting in doing either of these reviews and I'll arrange for a copy of the book to be sent to you. These reviews will appear in the Summer and Autumn issues of *TypeFace*.

Finally, the Australian APT Conference, *Frontiers & Foundations*, to be held from 5-6 October, 2018 in Brisbane is advertised on the back cover of this issue. We hope some of you will be able to attend this Conference which will feature many well-known names in the type community.

GILL

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**DEADLINE FOR CONTRIBUTIONS FOR SUMMER 2018 ISSUE: 1st JULY 2018.**

# PRESIDENT'S COLUMN

## SARAH PERROTT (ESFJ)

### President



*Sarah Perrott works as a consultant and executive coach with individuals, teams and groups. She has been working with Type for 18 years and is passionate about enabling others to flourish. She is APECS accredited with an MSc in Coaching & Behavioural Change, FCIPD and BPS accredited, licensed NLP practitioner and licensed HeartMath coach.*

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I am sitting down to write this having just returned from the BAPT Conference in Milton Keynes. We ran this last week over our usual Thursday through Saturday time slot. A full report of the Conference, compiled by Anna Crollick, follows on Page 6. I am looking forward to reading that. It was a fabulous Conference with over 70 delegates from 16 different countries - so globally representative of the Type community across the world. We were delighted to welcome such diversity in nationalities and cultures to the UK. Our theme this year of *Trending: #Type in the Digital Age* provided scope for a varied, informative and thought-provoking selection of keynotes and concurrent sessions as you will see in Anna's report.

The Conference provides the opportunity too for our Annual General Meeting of BAPT and for those members present at the Conference to attend. This year we set up a virtual attendance option through the zoom platform and intend to continue to do this. For those not able to be present in person it provides the chance to participate and to offer their opinions. Please do consider joining the AGM in this way next year if you are unable to attend in person. All are welcome. Susan Nash, who is our Director of Events, provided both the wine and soft drinks available for the AGM. Thank you, Susan.

The meeting was ably chaired by our Director of Member & Board Services, Catherine Stothart, who swiftly took us through the agenda. Of note is the re-election of Richard Owen as Director of Finance and Christine Rigden as Webmaster an overall wonderful person. The BAPT Board is made up of volunteers who willingly give of their time, energy and expertise to run BAPT. There was a warm recognition of their contribution at the meeting.

I was delighted to report at the AGM that this year we have three new Type publications from our current BAPT membership. Firstly, Dr Gill Clack's contribution to the *ABC of Clinical Communication*, published by Wiley for trainee med-

ics. This was edited by two academic medical consultants in Nottingham who invited Gill to write a chapter on personality type in relation to communication skills in the doctor/patient relationship. Secondly, we have Graham Osborne's book *Be A Better Leader* focusing on Personality Type and Difference in Ministry. And thirdly, Catherine Stothart's *How To Get On With Anyone* which is being published by Pearson. This is available for pre-order on Amazon. Catherine's book is an exploration of interaction styles Type theory.

It was great at the beginning of our Conference to have a message from Joshua Knight, the President of AusAPT. Joshua also alerted us to the AusAPT Conference in Brisbane, Australia on 5 and 6 October 2018 (see advertisement on back cover). Interestingly, the US APTInternational (APTi) organisation is undergoing a few changes. They are transforming into more of a professional association. We wish them good luck during this time of transition and for their future.

BAPT is in a secure place financially and we are keen to invest in the charitable aims of BAPT. The members' forum at the AGM was the opportunity for a discussion around options for the future and initiatives that we are considering. Our focus is on honouring Isabel Myers' desire to make Type available to everyone, to promote Type as widely as possible and to encourage best practice. We are keen to run workshops in universities and schools to promote Type and have it used as widely as possible. We are discussing with a North-West group and a South-West group to pilot one day workshops. Both these areas are places where we have connections and contacts through the Type community. Please do contact me if you have any thoughts, ideas or connections that would be useful.

We will be celebrating the 30<sup>th</sup> Anniversary of BAPT's Type Conferences in 2019 and are booked into the same venue in Milton Keynes at Kents Hill Park. Next year's Conference will be on 11, 12 and 13 April. Save the date!



*Christine is a Career Coach and an MBTI® practitioner, owner of Insights for Change, and uses type extensively in her work. Christine's previous career included 20 years in IT, helping to make software easier to use, as well as being a Leadership Coach within the organisation. She is interested in helping people apply type understanding to life, self-image, relationships and spirituality. Christine is currently a BAPT Trustee (Webmaster) and in her free time paints, writes poetry, sings and drifts about the canals on her narrowboat with her husband.*

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# TYPE'S BEST-KEPT SECRET?

## CHRISTINE RIGDEN (INFP)

### Webmaster

How many Type enthusiasts do you know? Both practitioners and otherwise? And in that group, how many of them have heard of BAPT, especially before you told them?

As you who are reading this probably know, BAPT, as a charitable organisation, exists to support Type users in developing their knowledge and expertise with Type. The wider we can spread our reach, the more people we can help. So we are continually looking for ways in which we can become better known.

A relatively recent initiative is to increase our presence online.

This includes not only the web site (through which you join or renew, read *TypeFace* and articles, hear about Events and register for the annual Conference and other events) but also includes accounts on some social media platforms. I post articles (from various Type authors including BAPT) quotes and images of relevance, at various (fairly random) times.

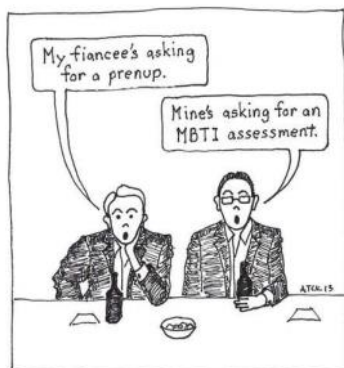
What's the point? Just to be more 'visible' to people out there, so they know we exist and why. Better still, to read and learn from the articles we post. And it's totally brilliant when they decide it's worth joining BAPT to see what it's like.

(I think that's been happening as new members trickle in through the year for no other apparent reason, but I don't currently have a way of confirming that.)

I asked a contact in the media business, about what it might cost and who could help with our online presence. He responded that whatever we paid (and we probably couldn't afford him) it was unlikely that anyone (including him) would do it as effectively as one of us - because 'we get it!'

I'm looking for help now, with this 'social media' role. It's not difficult - technically, if you can upload a photo or share a link, you'll be fine. And if you don't have an account on Facebook, Twitter, or LinkedIn - that's fine too, and it's also okay if you do have any of them. This can be a co-opted role to support the Board of Trustees, or potentially even a Board member. We would like you to be:

- A member of BAPT
- Supportive of our aims as a charity
- Knowledgeable about MBTI® and related Jungian systems of psychological type



You'd be welcome to take over the whole task, or just do one part. Do you like reading better than social media? Another option is just to find good material to post, and send it to me. I'm looking for light, easy-to-read articles, well-informed but not academic. Appropriate cartoons too.

I think this is a really useful task, and worth the benefits of having a Board role to cover it (ask me for more information about what that involves). However, if you are interested in the online work but not the Board option, or even just sending me things worth posting, please speak to me anyway - your help would be very welcome.

Let's help BAPT to become a more visible presence in the world of Type!



## NEW INTEREST AREA CO-ORDINATOR FOR PSYCHOTHERAPY & COUNSELLING WANTED!

I am very keen that *TypeFace* not only reports on news, workshops, conferences and publishes articles on theory development, but that it is also firmly grounded in the applications of type with which practitioners are constantly involved.

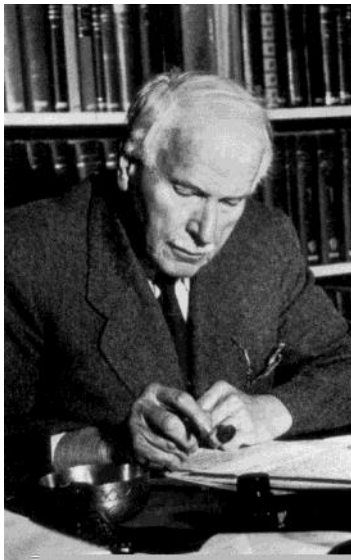
This means that *TypeFace* needs a team to cover these different areas. We are currently short of an individual to write, or commission, articles for the Spring and Autumn issues on issues related to Psychotherapy & Counselling.

Would you be prepared to help me? Or do you know someone who it might be worth contacting? Articles should be around 1,600 words long (shorter if diagrams and/or pictures are also included) and, as I said, occur twice a year – not too arduous a load I hope.

If anyone is interested, or knows someone who might be, please do get in touch with me, without commitment, to talk about the possibility. My email address is: [gill.clack@kcl.ac.uk](mailto:gill.clack@kcl.ac.uk) or, if you would prefer, my telephone number is 020-7274-3809. I look forward to hearing from you.

**GILL CLACK (ENFJ)**

**Editor**



## WORDS OF WISDOM FROM THE MASTER!

*“Everyone in the extraverted state thinks, feels, and acts in relation to the object, moreover in a direct and clearly observable fashion so that no doubt can remain about his positive dependence on the object. In a sense, therefore, extraversion is a transfer of interest from subject to object.”*

*(C.G. Jung)*

[This quotation is reproduced, with their permission, from the September, 2010, issue of the Newsletter of Type Resources Inc.]

# BAPT CONFERENCE 2018: TRENDING: #TYPE IN THE DIGITAL AGE

12<sup>TH</sup> -14<sup>TH</sup> APRIL, 2018, KENTS HILL PARK, MILTON KEYNES

## DIARY OF AN INFJ

### ANNA CROLLICK (INFJ)



*Anna is a Chartered Occupational Psychologist, experienced business coach, trainer and facilitator. She qualified in MBTI® 19 years ago and has used Type ever since. Her work is strongly focused on enabling people to access their potential and perform at their best. Combining knowledge of psychology and coaching, Anna helps businesses identify potential and encourage authenticity. She is interested in the use of creativity in the coaching process and is qualified in a wide range of psychometrics. Currently, she is involved in a European wide recruitment project, leadership development programmes and global Type work. She is a co-author of 'The Power of Personality'. She runs her own business: The Yellow Brick Road Network. Email: [anna@yellow-brick-road.co.uk](mailto:anna@yellow-brick-road.co.uk).*

### Thursday, 12<sup>th</sup> April

Driving into Milton Keynes on a damp, cold, grey-skied April day, I imagine it was tough for even the most enthusiastic BAPT member to draw comfort from the utilitarian purpose-built surrounds of Kent's Hill. As a self-confessed INFJ, I admit that the Digital Age does not naturally inspire me with notions of romance and hopefulness. Technological developments tend to bring out the Luddite in me, with a preference for secretly wanting to smash it all up rather than embracing its potential ... So it was with a darker, dystopian lens that I eyed the surprising collection of bashed up cars strewn casually to one side of the carpark. Perhaps it was this looming image that disrupted my already limited mental bandwidth, made me jittery about whether I had locked the car and consequently made it impossible to set up a useful mind map of where the Conference room was in relation to my bedroom. Each time forging a new path through uncharted corridors.

After being guided to the Conference by some of the very kind BAPT committee, who had clearly taken better note of the reality of their surroundings, things started to distinctly improve. Once arrived, Conference bagged and watered, I noticed that the Conference was bigger than last year, with a fantastic attendance of up to 72 people from 16 different countries, some familiar faces and some new. From the front of a full Conference room Susan Nash, the Programme Chair, welcomed us brightly into the start of what was to be a fascinating, thought-provoking and engaging few days. A short video-message from AusAPT's Joshua Knight in Australia, underscored the buzzing international feel present throughout the Conference.

Effortlessly starting us off with the Keynote Session: *Finding Focus in the Digital Age*, Jane Kise and Ann Holm propelled us straight into the consequences on our brains of our relationship with the digital world. We experienced first-hand the emotional strength of our relationship with our mobile devices when they asked us to swap mobiles with someone else and, devastatingly, leave it with them for the rest of the session. It was interesting to feel the shock and slight panic of handing this over. Someone commented "but it is more important than my passport!" It was a clever way to illuminate their points about habitual checking behaviour and how interrupted our ability to focus can get by these kind of behaviours.





Ann and Jane described how our brains have a finite amount of energy and we are most effective, engaged and productive if we have “fuelled” our brains with enough sleep, food and exercise. ‘Bandwidth’ relates to the space we have in our brain for thinking effectively, focussing, making choices, patience and managing emotional reactivity. The more bandwidth we have the better; their Brain Energy and Bandwidth Quiz enables them to get a measure of how much bandwidth space is available. They discussed with a case study how this has led to extremely powerful conversations when people are coming out in the lower bandwidth levels where decisions, emotional intelligence and productivity are detrimentally affected. Businesses sit up and listen when they have data demonstrating how much their employees are disengaged and unproductive. The good news is there are practical and simple changes that people can make to increase their bandwidth.



It was interesting to consider that the jumpy-brained, failure to focus that I frequently experience was potentially a reaction to the constant thought interruptions of pings and dings that clamour for attention. Maybe I am not alone in the fact that I have not been able to focus on reading a book for pleasure for the last few years which, by the way, is tantamount to putting yourself in prison for an INFJ. According to the research, there is some evidence that Es, Ns, Ts and Js are generally better at generating broader bandwidth through ‘fuelling’, making their time work well for them and filtering out the amount of possibilities. It was sobering, however, to recognise that we are all so caught up in the pressure and erroneous expectation that ‘always on’ means being more productive. A

huge takeaway from the whole Conference for me was around making the small but significant change to protect workfocus-time by only checking messages and emails at set times.

After a particularly appreciated break, it was on to hear Mette Babitzkow Boje and Torsten Laursen, explore whether we need to adapt to the digital age or whether it should adapt to us. They created a space that allowed us a calm arena in which to explore and share ideas and thoughts together: a perfect demonstration of the ‘Get-Things-Going’ interaction style. There was a particular focus on what our Type preferences need for learning in a virtual or real-world environment. Some interesting points arose from their data. Whilst people with a preference for Extraversion liked virtual meetings more than people with a preference for Introversion, the latter actually do more of them. It was debated whether in fact Introverts are self-selecting into roles that do more virtual working. However, no matter the type, there is a general preference across the board for learning through real-life interaction.



In a parallel session, Teresa Moon was promoting the positives of having a Perceiving preference in “Sorry I’m late, but I’m a P!”. She shared her secret Scale of Acceptable Lateness which ranged from things you always needed to be early for, such as funerals and court appearances to the other extreme of things you could always be late for, such as the cinema and music gigs. Teresa called on the Ps to move beyond apologising and see the playfulness, flexibility, adaptability as valuable, especially in this digital changing world. Meanwhile, Susan Nash explained, with her extraordinary clarity, the core drivers and stress responses for each of the four temperaments. She shared a variety of activities that practitioners could tailor to different learning objectives. It was engaging and useful with lots of practical ways to help clients recognise their temperament and understand the others.





Delegates emerged from these sessions buzzing with conversation. After the afternoon tea break it was on to the last sessions of the day. It was as ever a tough choice, but I plumped for *Images of Resilience*. Robin Hills explored what resilience is and shared the good news that it is Type neutral. One of the most powerful questions he posed was to reflect on what we do and don't share with others about our lives. Discussion around this was very interesting and revealing. He also let us have a go with his Pictures Exercise, a coaching tool with 16 different cartoon images that people can use to discover their own real stories of resilience. On our table there was a mixed response to the pictures but, through letting the discussion run, there was no doubting that they led to in-depth insights.



I found this session to be a great buffer from the general sense of overwhelm that I can get around technology and the digital age. A sort of low level panic that I am lagging behind and a bit lost. Robin had a really positive approach and suggested that as I have made it here today, fully clothed, wearing my glasses and not dragged through a hedge backwards I must be resilient in some ways. Rays of hope filtered in through the dark dystopian trees of my mind.

It is not possible to see every session, but one of my Conference regrets was not getting to hear the eloquent Rob Toomey discuss *AI, Big Data and the World of Type*. He explored the consequences of big companies' ability to use our personal data to create personality profiles and use them for various purposes. In the context of the recent Cambridge Analytica scandal this made the session even more pertinent. Another highlight were the interesting discussions around the finding that there are particular health-risk behaviours, such as smoking, associated with personality type.



In parallel, Jack Aaron, founder of the World Socionics Society on Facebook introduced delegates to Socionics, which is what he describes as "MBTI's Big Eastern Cousin" a session which provoked a fair amount of comment and debate.

After a thought provoking afternoon and early evening, there was dinner and drinks in the bar to chat, catch up and reflect on the day. It was civilized, but merry with a welcoming, accepting feel. A great first day.



Friday, 13<sup>th</sup> April



Mostly unperturbed by the date ... BAPT delegates were eager and ready to hear the day's Keynote speech, *Dystopia or Utopia – You Decide*, with OPP's Head of Thought Leadership John Hackston and Head of Technology, David Hunt. It was a fabulously energetic and playful session with one of the key questions focused on whether the digital revolution has changed who we are, in terms of personality. In the style of the game show, *Play Your Cards Right*, John Hackston effortlessly embodied the late Bruce Forsyth, demanding "Higher?" or "Lower?" as to whether the frequency of Types had increased or decreased over the last 10 years. From the OPP Assessment platform, it appears that SJs have increased and NTs decreased. As we are now all too aware, we "get things for free in trade for our privacy" and John showed us the 'personality' that Facebook had created about him based on his posts. He revealed that his digital footprint was a youthful "29 ... and the epitome of femininity". That is the John we know! I was quietly relieved at this lack of accuracy. Humans still rule, phew.



More seriously, they outlined the increase in Artificial Intelligence with robots doing more and more human things and, with this increase in automation, suggested that the conditions are set for the fourth Industrial Revolution. John and David sketched the two alternative futures, Utopia where things are "faster, easier, better" or Dystopia "society deeply divided between the haves and have nots ... living under a robot overlord who ignores us". The audience, whilst split, seemed more heavily weighted towards a bright future. I was left feeling John had not fully appreciated the true darkness of our impending dystopia but, in general, the BAPT audience were clearly more buoyant in attitude.

After that, I needed a bit of calm ESTJ sense of safety and capability, so I wandered into Sue Blair's session on Archetypes. Before she had even started I gained a sense of serenity just from looking at her neatly prepared, colour coded hand out pile. This was the session for me. It is a rare opportunity to have the complex Beebe Archetypes explained from a more concrete perspective, and Sue has "untangled" the theory into a clear, but accurate description. We focused in on the 'balancer function' (the fourth function) and the 'makes a fool of you' (seventh 'Trickster') and discussed our experiences.



Meanwhile, Angelina Bennet and Gareth English shared their experiences of designing and training Type professionals remotely and discussed what they had considered in its creation. A major concern was how to incorporate the most valuable aspect of type training, learning from different types in action. There is nothing like hearing first-hand how a person with different preferences experiences the world. Having seen the award-winning programme and experienced the Type Pro learning platform they really have delivered the main benefits of real-world Type training, with a clear emphasis on purposeful application. As well as this they attempted to demonstrate a virtual reality team building exercise, using those goggle things, but the technology failed ... I promise I hadn't touched them!

At the same time, Ignas Jensen, a professor at the University of Applied Sciences in the Netherlands, ran a round table group session. He discussed the Type journey that his healthcare students have related to him, both in terms of their growth through learning to embrace their own Type preferences and also recognising and appreciating that others are different. There was a positive thoughtful response from this session circulating in the canteen lunch queue.

After an informal lunch with lots of choice, and too-tempting puddings, I opted to *Access my Superpowers* with the brilliant Markey Read. She is truly captivating in her real, human and hilarious observations of each Type's 'Hero's Journey' from Beebe's Archetype development model. She advocates getting to recognise and know your own "cast of characters" by "taking them out to tea" and in this way grow, develop and actively draw on what they bring. Another sage Conference nugget that made a lot of sense was Markey's observation that we try and parent in the style of our own Type's "good parent" character.



Concurrently Mina Bariminy presented the update to her doctoral research into whether empirical data supports Jung's hierarchy of preferences. She has rigorously analysed the data from Mark Major's Type indicator "Elements" and found some interesting patterns. She generally found that the dominant and fourth function are like "bookends" and consistently come out in the order Jung predicted, but that there is some variation with the auxiliary and tertiary which were sometimes congruent with the Jungian order, but sometimes not. She found they were often the same function but in different attitudes, for example, Auxiliary Fe and Tertiary Fi. As she pertinently described: this 'middle bit' is a bit "soupy", which certainly feels right for me in mid-life.



Catherine Stothart ran an introduction to Linda Berens' Interaction Styles but with a digital age slant. She elaborated on the theme that being 'constantly connected' results in a paradoxical disconnection from real human relationships, with practical suggestions on how to use this with clients to encourage building positive connections. I am really looking forwards to her new publication, *How to Get on with Everyone*. (see photo).



After a spot of re-fuelling, I was whisked into a totally different space-time dimension. No, not through those dodgy goggles and not from any 'special' cookies at break ... but the awesome 'Imaginarium', the inspirational creation of Vicky Jo Varner and Rbin Wiley. This session definitely gets my golden BAPT award for Most Memorable session. Walking into the room we returned to Elizabethan times, Vicky Jo sat silently sewing, in character as Signora Mystica, and Robin embodied Dr John Dee, the Mathematician, Queens Advisor, Astronomer and Alchemist. We were his students and he taught us about the alchemical origins of the Digital Age. The essence of it all was about transformation and he explained "there is a spirit in everything longing to become gold". Ruming through the quarternity of Jung's Functions and their alchemical process, Sensing - earth, iNtuition- fire, Thinking-air and Feeling-water, we took each one and visualised our own personal image, drew it out in crayon and then discussed. It was fascinating and meaningful. I took away some thought-provoking personal learning. Leaving us with a parting gift, Dr Dee quoted Shakespeare, reminding us that "You are an alchemist, make gold of that": A useful 'superpower' to help us thrive, whatever the Age we are living through.



Survival strategies for the Digital Age were also being considered with Shirley Blenkinsop. She dramatically highlighted through video clips how different Temperaments are choosing to escape from reality as ways to cope. She demonstrated how technology is both creating the problem and supplying its own solutions. Shirley shared her own personal journey through the survival strategies and discussed positive and negative ways we cope and the importance of recognising these in yourself. By all accounts this was a powerful session.



Lamenting that I couldn't yet digitise myself into more than one being in order to attend every session, à la Hermione Grainger in Harry Potter, I also didn't get to see Richard Owen's session on *Introverted Intuition as Memory* where he set out to radically redefine "the most mysterious function". A fellow introverted intuitive rated Richard's radical view as "making sense", which I took as high praise from an INTJ.

Unbelievably, it was already time for the last session of the day. All back together for Jean-Luc Dupont's plenary on the *Body and Type*. Based on the work of Hippolyte and Theraulaz that our intelligence is distributed in our body and gives clues to our Type, Jean-Luc shared his work using Action Types®. Placing his theme in the context of the

Digital Age he illuminated the deceptive nature of the digital world that seeks to simulate nature, but is the exact opposite, being static and simple and binary. He encouraged us to use our knowledge of Type to help people reconcile opposites in the dangerously growing culture of zero-one reductive thinking. Underscoring his points he demonstrated the natural intelligence, truth and knowing of the body and how we literally embody our preferences and deep motivational drives in our posture and movement. This has practical application in sports coaching as well as personal development. He concluded by appealing to the wisdom of the body as a way of remembering the need for multiple perspectives. Trying it out after the session, he demonstrated how my body 'knew' its intuitive preference by the way my muscles naturally went weak or strong in response to certain postures.



In the short break before the AGM at 6:00pm, I stumbled into Dario Nardi's brain scanning room where delegates could book in to have a brain imaging session. As Dario described, 'it is like peering into your brain to discover more about your personality, upbringing, career and relationships'. It sounded totally intriguing. One delegate who had done it verified it was a painless but fairly tiring hour where she had to complete several different tasks whilst wearing an electrode encrusted hair net; she was very much looking forward to her report.



Wine o'clock struck for the AGM, which was well attended and a chance to hear about the work of the amazing and totally dedicated BAPT committee under the utterly capable and totally lovely President, Sarah Perrot, who was once overheard commenting "Doesn't everyone have everything they need in their bag?" It is always humbling to hear what the committee do on top of their busy work and home lives to make the Conference happen as well as the charitable Type work they do for the community.



Dinner was a buzzing, social, and friendly chance to eat, drink wine and chat. The round tables and good food enhanced the mood. People drifted into table groups but then moved to socialise, just like in a party with friends. After the riotous music making of Conference 2017 there was a slightly tentative apprehension as to what this night would bring, but the large circle of anticipating delegates were not disappointed. There was an unbelievable display of creativity and talent. Several guitars and at least one ukulele started off the tunes, which moved into singing, and before long the entire delegation was in full voice. We were treated to a cabaret of entertainment from comedy, magic tricks, to a beautiful poetry recital. With the most impeccable comedic timing Aldert Oomkens and Ignas Jansen appeared 'stage left' dressed as fire rescue men and had the entire room captivated with their hilarious impromptu sketch. Simply brilliant.



## Saturday, April 14<sup>th</sup>

Unbelievably, by 9:00am the main Conference room was ready and waiting for the Keynote speech *Trending #Consciousness* from Dario Nardi. However, if you looked closely there were a few red-eyed, heavy-headed delegates quietly nursing coffee. Dario Nardi was on good form though as he opened with the arresting statement that “99.9% of everything is empty space” and challenged us to consider what we are and what level of consciousness we use and how ‘awake’ we are ...

With many parallels to the body-mind perspective we heard from Jean-Luc Dupont, Dario also commented that the mind-body traditions, such as yoga and meditation, understand that the raw energy of consciousness starts in the lower body. He referenced Jung’s writing that stated there is a danger to ourselves and society in being one-sided and that we need to actively choose a different perspective: blend the mind and body and move between the different levels of awareness. By experiencing two opposites, for example, through the lenses of the dominant function and the inferior function we may, through the transcendent function, just fleetingly catch a glimpse or get a freeing sense of a third option and in this way open up previously unseen possibilities. To evidence these shifts he showed us EEG images of brain networks that started off looking like an INTJ network but after 30 minutes of meditation had shifted hugely to look like an ISFP brain network.



After a thoughtful break time, it was time for something different. I opted for Jane Kise’s update on two years of research with a fellow Type expert, Jill Chivers and stylist Imogen Lamport, to create the *Sixteen Types of Style*, now available on-line. I admit I was intrigued about this session as I have often attempted to Type-spot based on clothing styles. Jane took us through the research with some great stories about the Type differences that emerged from the interviews. There was the ISTJ who read out her typed up her interview responses and commented that she would “die” if she was “inappropriately dressed” to the ESFP who grabbed her laptop to ‘take’ Jane through the camera into the actual wardrobe. Jane was clear that the overall purpose is to help people with the impact they make and that if you follow your Style Type you can increase your impact with authenticity. The reports generated are packed full of interesting information, hints and tips. We had a look at the style essences which link the characteristics of each type with how they style themselves, e.g. an ENFP interacts with warmth and enthusiasm and likes their style to help them create quick connections, although a style challenge for them is likely to be around expressing too much style variety or perhaps lacking consistent polish.



Meanwhile, Torsten Laursen and Aldert Oomkens were using the deep democracy process to explore what inclusive leadership means in the Digital Age and the contribution of different personality types. This is a powerful and moving process that helps find a common ground whilst hearing and respecting all perspectives. In another session, Sterling Bates was demonstrating and discussing his digital best fit process that uses activities and game-like options to achieve an accurate best-fit for clients.



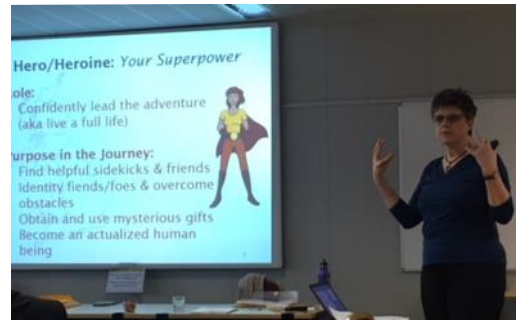
On our way to the last lunch, I was shown a short cut by Markey Read, who had learnt the back routes of the Nightingale Building like the back of her hand. This was very exciting. I gleefully attempted to share this knowledge on the return journey, until I realised that it had evaporated by the time I had finished my indulgent chocolate cake dessert. Gah, these infernal corridors, I am sure they move! Either that or my meagre bandwidth had not had enough fuelling ... sleep fuelling ... obviously, cake fuelling was fine.

Back for the penultimate session, there was a growing awareness of the time flying by. Markey Reads session on the *Trickster Archetype, Fiend or Friend* was illuminating, I finally understood through discussion how my Trickster worked and how the 'eternal child' tertiary provides the playful gateway to the mercurial fool; both of them sharing the same function, but in the opposite attitude, bringing together both sides.



In concurrent sessions, Sue Blair was running an interactive session on the highs and lows of the hi-tech era and what 'need' each of the dominant functions is meeting on the hamster wheel of keeping connected.

Whilst Sarah Perrott explored how to use your Type, energy and heart intelligence to develop resilience. When I popped in, she was discussing the model of social concerns that drive behaviour which describes Relatedness as our most evolved strategy for keeping safe. She described how the part of the brain that is activated in pain, also lights up when we feel excluded.



Everyone was invited to the last plenary session though, and Katherine Hirsh spoke to a packed audience. Her parting gift, clearly and calmly presented, was a reminder that the work we do as Type practitioners gives us the opportunity to create a more active space for diversity. We can move beyond the usual diversity and inclusion definitions that focus on divisive demographic differences, to a diversity definition that looks 'within' ourselves and use Type as a starting point to surface invisible diversity. This is especially useful within the dominant/privileged group who may appear more homogeneous in terms of gender, ethnicity and age.

Katherine reminded us that through Type exercises we can demonstrate how the workplace is not supporting the needs of certain people, and provide ways to make positive changes that see difference as both useful and essential to overcoming challenges and achieving business goals.

It was a positive and quietly empowering call to action and a great way to close a fantastic Conference. I left blinking into the surprisingly warm spring sunshine. So many thoughts, ideas, people, laughter and inspiration on which to reflect. At the beginning of the Conference the Digital Age loomed terrifyingly large but, through the sessions, I had looked at it from different perspectives and realised that whilst I cannot change it, I can cope with it and recognise my own resilience. In the words of James Baldwin, quoted by Barack Obama and subsequently, Katherine Hirsh "Not everything that is faced can be changed, but nothing can be changed until it is faced" and there is a lot we can do as Type Practitioners to increase the quality of human lives through these ever increasingly digitised times ... We are alchemists "make gold of that". Hope to see you at Conference 2019.

[Note: BAPT would like to express its sincere thanks to its sponsors: OPP Limited, Type Pro, Differentiated Coaching Associates and Radiance House, for their generous support towards this Conference.]





## The Importance of UnRaveling Whiteness

A day on Power & Privilege with Dr Laurie Lippin

Saturday 14 July 2018 9.30-4.00

Room 3. 28 WAC Centre, 213 Haverstock Hill, NW3 4QP

**Laurie B. Lippin**, Ph.D. is a passionate presenter whose commitment to diversity inspires all who work with her. She is the founder and director of Lippin & Associates (L&A), and former faculty at the University of California, Davis.

The goal of Laurie's diversity commitment is the elimination of racism in our lifetime. She believes that we will not end racism until white people are just as committed to ending it as are people of colour. AND, when that happens, we will remove some existing barriers to a truly multicultural society. Come to this day to interrogate your own social identity, learn about others, and find out what you can contribute to ending racism.

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"The privilege  
of a lifetime  
is to become  
who you truly are."

-- Carl Jung

The British Association  
for Psychological Type

Photo by Kay Rhodes

*This is from a series of images crafted by Christine Rigen, one of the more fun aspects of her role as BAPT Webmaster and Social Media Manager.*



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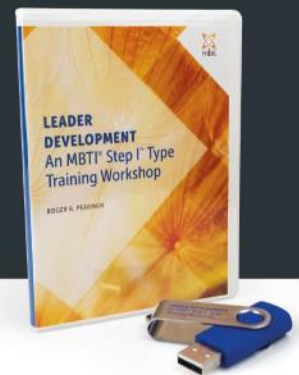
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## BAPT NW\_Type (@nw\_type) GROUP

### REPORT OF MEETING HELD IN MANCHESTER ON 3rd FEBRUARY 2018.

#### IAN JENNER (INFP)

*Ian Jenner (INFP) lives in south Central Manchester. He is married to Shirley with two children. He has enjoyed a range of people development and leadership roles principally in the manufacturing sector. He is now using his experience to support Leadership Development at Manchester Metropolitan University.*

Email: [ianrayjenner@gmail.com](mailto:ianrayjenner@gmail.com)



Our meeting on the 13th February at Mad Lab in Manchester was led by Dr. Shirley Jenner, Lecturer in HRM and HRD (International Development) from the University of Manchester. Shirley helped us to explore ways in which personality type provides a window upon human creativity. The session provided an opportunity to interact with a well-known and much loved, construction game to build 'towers', to raise awareness and have fun.

We began with a discussion around the importance of Creativity. This was followed up with appropriate scholarly rigour!

*"Creativity is viewed as part of a continual process of extending consciousness in ways that enable us to be open towards ourselves and others in engaged acts of making, therein lies the power for transformation." (Troop, 2017)*

*"... when adults, like children, move into the illusory world of pretending, they are trying to understand something that they have not yet mastered in real life. In play, they construct a representation of this experience and test its applicability in real life" (Farné, 2005)*

Once we had re-familiarised ourselves with the Lego pieces, in between sharing family / childhood memories we were invited to use the Lego to build a model that represents the way we use Type Awareness now.

This activity demonstrated the power of using an "external object" to yield some powerful personal insights and stories ...

We then went on to use the Lego to address the question: using Type awareness as you would like to do in the future.



Discussions arising were wide and various from how Type informs our questions and how play and talking about our builds can help to access other parts of our consciousness.

Oh and "we don't like black bricks or slightly larger bricks". Lego windows can be used for a whole new way of looking at ourselves.



Amongst some great follow up conversations one of the participants said: “I was amazed how a focus on play and the process of creating highlighted valuable insights into where I am now and what I need to do in the future.”

[Shirley is happy to receive follow up via email ([shirley.jenner@mmu.ac.uk](mailto:shirley.jenner@mmu.ac.uk)) / Twitter (@jenner\_uk)]

#### References:

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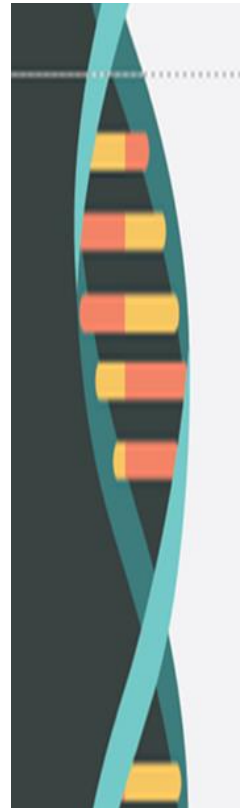
Troop,M. (2017) Creativity as a Driver for Transformative Learning: Portraits of Teaching and Learning in a Contemporary Curriculum Course, *Journal of Transformative Education*, Vol. 15(3) 203-222.

#### Next Steps for NW Type

During the latter part of our session, we discussed ideas for the continued growth and development of NW Type. We are reviewing the venue, dates, marketing and seeking to link with other pre-existing groups of Type practitioners.

*We welcome ideas and suggestions from those that have the opportunity to read this review.*

**Next meeting at Manchester Metropolitan University, Oxford Road, May/June tbc at 6.00 pm on .....  
The session will be led by Doug Haynes (Inferior Function)**

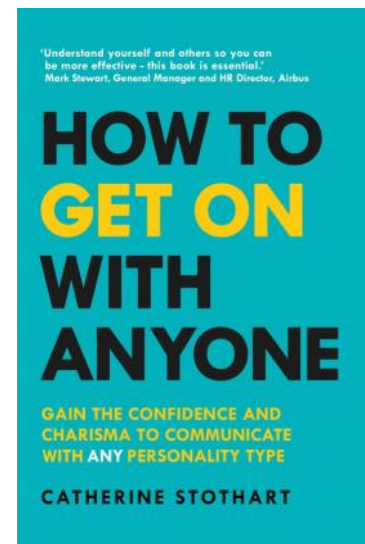


## BOOK REVIEWER WANTED!

I am looking for someone to review Catherine Stothart’s new book, *How to Get On with Anyone*, which is due to be published by Pearson Business later this year and will be available to purchase from Amazon.

It is a practical guide to building better relationships with others, at work and at home. Based on Berens’ Interaction Styles, it draws on the work Catherine has done as a Leadership Coach and Team Consultant using this lens of type over the last 7 years or so. Catherine sees Interaction Styles as a tool for “being emotionally intelligent in the moment” and the book is filled with case studies, activities, and tips on how to use Interaction Styles to adapt behaviour and connect better with others. The book is for anyone who wants to understand themselves and understand other people and is also a great resource for coaches to use with their clients or for leaders to coach their teams.

The book is 280 pages long and I would like to run the Book Review in the Autumn issue of ‘TypeFace’ – **copy date: 1 October**. If you would like to do this Review then please get in touch with me on: [gill.clack@kcl.ac.uk](mailto:gill.clack@kcl.ac.uk) and I’ll arrange for Catherine to send a complimentary copy of the book on to you for you to keep.



# CAREERS & OCCUPATIONS

## NOTES FROM THE OTHER SIDE (OF RETIREMENT)

### CHRISTINE RIGDEN (INFP)

#### Interest Area Co-ordinator for Careers & Occupations and Webmaster



*Christine is a Career Coach and an MBTI® practitioner, owner of Insights for Change, and uses type extensively in her work. Christine's previous career included 20 years in IT, helping to make software easier to use, as well as being a Leadership Coach within the organisation. She is interested in helping people apply type understanding to life, self-image, relationships and spirituality. Christine is currently a BAPT Trustee (Webmaster) and in her free time paints, writes poetry, sings and drifts about the canals on her narrowboat with her husband.*

Email: [Christine@insightsforchange.co.uk](mailto:Christine@insightsforchange.co.uk)

#### NEW POSSIBILITIES

As a Career Coach (semi-retired) I help people to figure out what they want to do with their lives, and an understanding of a person's underlying Type preferences is a key part of that journey. Our preferences in no sense constrain what we \*can\* do, but the knowledge is very helpful for clarifying what we *may* find fulfilling (or challenging) and hence what we may \*want\* to do.

However, I find that a good many of my clients are looking at what they want to do next - after they retire. They may or may not have had a fulfilling career, but it hopefully has at least paid the mortgage and given them the expectation (or reality) of a pension. The kids might be 'launched' and their job might no longer imply unlimited advancement. "So now what?" they wonder.

One of my current clients (I'll call him Dave) is a well-respected surgeon in the NHS who is expecting to retire in a couple of years when he reaches 60. All his working life he has adapted to other people's structures and demands, and although he is looking forward to retirement, he doesn't know what he'll do with his time when those constraints are removed.

Dave did an MBTI® for me and a couple of other questionnaires, which were inconclusive (INFJ, ISFJ, ENFJ) but I had a hunch about the influences of his work context ... we looked at interaction styles and also the mental processes, particularly Ni vs Ne and Fi vs Fe. He has had 40 years working within a very 'J' environment (leading to a 'mask' which muddled the questionnaire results) and he has a good grasp of Extraverted Thinking to organise his life. But although the cultural pressure for surgeons is for TJ (see Clack, 2017), Dave was very clear about his Feeling preference. The whole-type description for a mature INFP fits him well, but he needs to re-connect with listening to his Fi values for direction.

The INFJ description felt very foreign to him, both because of the Ni component and the 'Chart-the-Course' Interaction style. And although ISFJ and INFP are both quiet 'Behind-the-

Scenes' types, the core needs of Catalyst/ Idealists are quite different from Stabiliser/ Guardians when you get below the surface, even though both types use Si. So it's important to find that 'best fit' type even at this stage.

[This article pre-supposes you know your 'best-fit' type, and haven't just gone along with whatever type turned up through a work assessment! If you're not sure, please take the time to get clear about this. If you have been living through a mask in your work all this time, you will feel *particularly* adrift when work is no longer your anchor, when you don't know your true type.]

#### NEW PERSPECTIVES

Many things shift within you as you walk through mid-life and then through later transitions beyond career. Being who you are seems to \*feel\* different from the self you experienced in your 30s or 50s, even though you still (largely) recognise yourself. These are a few factors that contribute to a changing perspective:

You've got a comfortable relationship with your 4th function

If you have followed a path of healthy development through midlife of your Tertiary and Inferior (4th) functions, you have probably reached your 50s and 60s with a comfortable ability to use those functions as and when you wish, and no longer experience the level of discomfort you once did. You can now choose to integrate them (or not) into how you live your life, relying on them when you need to but not cowed by them, nor quite so exhausted.

For example an ENTJ may be more conscious of the values underpinning their evaluations, recognising that their decisions are not *purely* logical; and ISFP may find they are better able to say 'no' to friends and colleagues, and defend the limits in which they are comfortable.

If you haven't made friends with the 4th mental process in your hierarchy yet, a great workbook for understanding and developing the functions is '*Functions of Type*' by Gary and Margaret Hartzler. It's not an instant 'fix' but a helpful tool for the journey.

### Your priorities have changed

At the start of a career you needed to figure out how you wanted to build your life, or which direction to head in. Everything seemed to matter such a lot. But perhaps by now you have climbed the career ladder, found a partner, or reached other goals. Having reached some goals (or not), you need new ones - which may not even look like 'goals' compared to what you once aimed for. Often this is expressed by a shift from 'doing' to 'being'.



One useful exercise in this context is to understand your personal values. They are an important part of how you will make your decisions (and not only for Feeling types!) and it is useful to give them a conscious role rather than just be influenced unconsciously. There are various web sites out there with lists to consider, and I've included one in the References.

Remind yourself of the 'core needs' for your Temperament. A Catalyst/ Idealist will not feel fulfilled by the same things as a Stabiliser/ Guardian. Check out the web site below and keep it in mind during sifting.

Another very useful task (at *any* age and stage of life, actually) is to make a list of 10 things that you want more of in your life. Follow that with a list of 10 things you want less of. It seems very simple at first, but getting to 10 is just enough of a stretch to get you thinking a bit more deeply. [See article]

### You are better at defining your limits

'Boundaries' are an important psychological concept, relating to both the difficulties some people have in setting limits, and also to the problems some have in respecting the limits that others set.

At various times in your life and work, you can be quite overwhelmed by the demands on you. Whether you have a preference for Feeling and just can't say 'no' to requests for help (whether work, family or friends) or a preference for Thinking which has you always reaching for more status, money or perfection (measured by external criteria) you have probably learned through experience over time to set limits. (I've put this simplistically here, but I suspect the nature of one's boundary issues will vary with the different type preferences).

Your later years often yield the gift of being able to define limits

for yourself and those who matter to you. Knowing how to establish healthy boundaries will help post-retirement activities to be refreshing, fulfilling and worthwhile, rather than simply perpetuating the old treadmills.

[If the idea of setting boundaries or limits on what people can expect of you - or you of them - is a new idea for you, ask Google for 'articles about boundaries'.]



### NEW IDEAS

So, you may discover you reach this new stage of your life with some surprise. Maybe that which you had always intended to do when you had the chance, no longer holds the appeal it did. Possibly a new direction has come to your attention, and you wonder if you dare ... Perhaps you need to set some years aside for grandchildren and that's what you've always wanted - or maybe nothing you hoped for is possible. Maybe you haven't planned anything, and are approaching it with curiosity.

I think it is useful, whatever your type, to have some measure of structure to your time - I've certainly noticed this as an INFP. Find some activities that interest you, which you can turn up at or not according to what else is going on in your life, while you find your feet in this new era. Many retired people say 'I don't know how I had time to work!' Others feel life is rather empty, and long for their old life - don't be one of those.

A great resource is the U3A, which has a *huge* variety of member-run groups all over the country, and is open to anyone no longer in full-time work. They also have educational events, workshops and summer schools, with opportunities to volunteer or just participate, and a range of support resources.



Try brainstorming the possibilities, however trivial or crazy, perhaps with a friend or partner. This is your chance to try new things. I took up painting landscapes which I now exhibit and sell. I know people who run a travel club, joined a choir or choral group, learned a new instrument, run a local food bank, built a web site, develop writing skills, do photography, go travelling, learn a new language, take up running, write a book, volunteer with lock keeping, help with a community excursion boat, do ballroom dancing ... and on it goes.

Another client, who I'll refer to as Kate, identifies with ENTJ preferences and is working with me on figuring out what's next for her. The idea of running a business (perhaps with family) is simmering below the surface. For me (as an INFP) the 'running a business' side of coaching is the worst bit of self-employment ... yet for Kate as an ENTJ it would be full of exciting possibilities! Having developed her Fi, she is also consciously looking for something that fits with her values.

In a sense, 'the world is your oyster'! Don't get hung up on finding the *single best* thing - explore the possibilities of a patchwork or portfolio retirement. Dabble. When you find the thing(s) that grab(s) you, then is the time to focus. But it still may not be *just one* thing!

So check out how you get on with your 'inferior' function; get a handle on your values and what it is you want more of (and less of) in your life; and develop healthy boundaries in your relationships. Do some brainstorming. You no longer need to find just one answer! By thinking a bit about it ahead of time, you can make the best of the opportunities and constraints in front of you.

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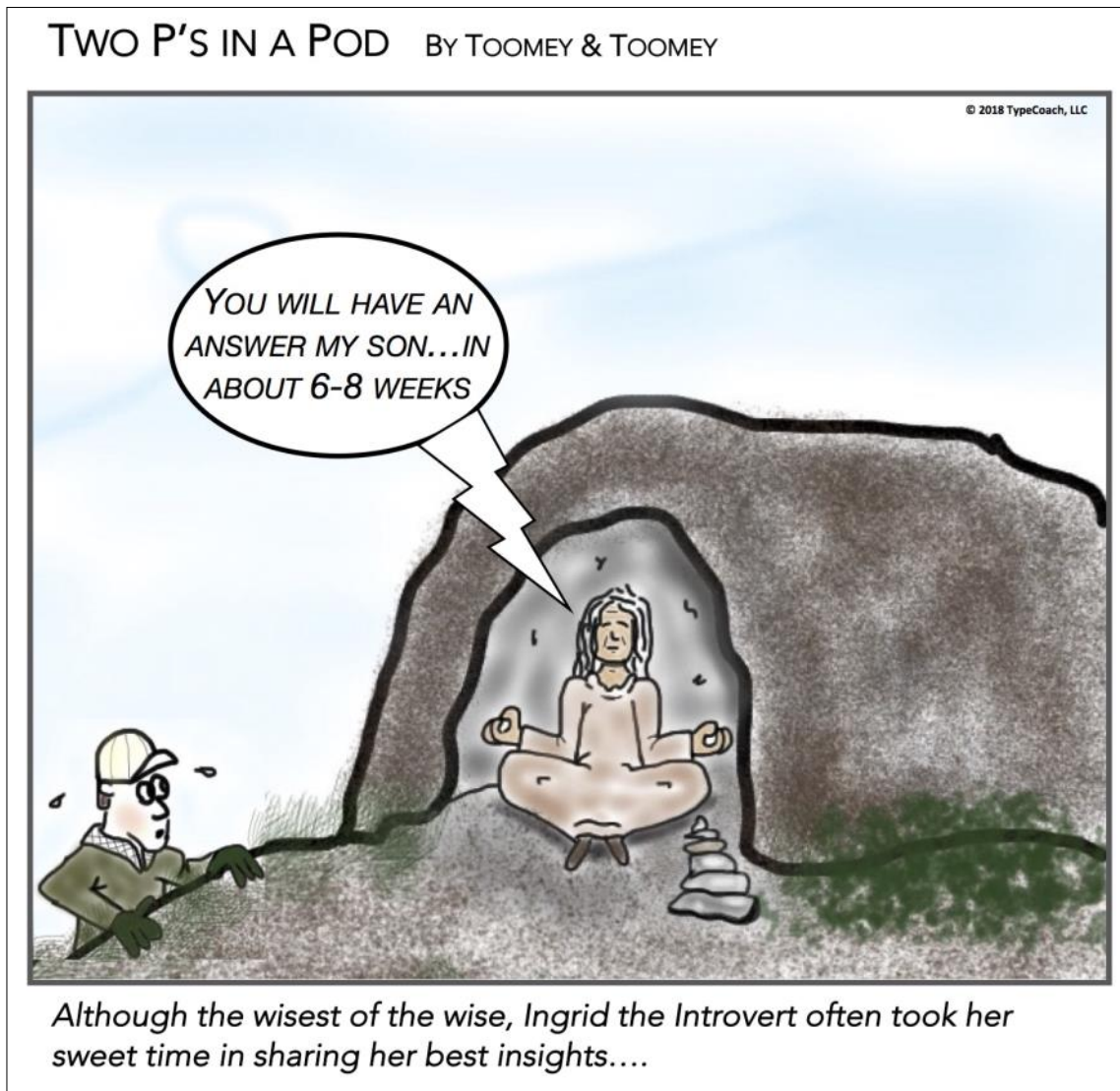
*Values Assessment Worksheet* - there are many out there, but this one is short, simple and does the job:  
<https://carleton.ca/mentoring/wp-content/uploads/Values-Assessment-Community-College-of-Vermont.pdf>

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[2 P's in a Pod is a cartoon series produced by Rob Toomey (ENTP) and his sister Heather Toomey (ESFP). They have worked closely on creating animations for TypeCoach ([www.type-coach.com](http://www.type-coach.com)) and this is a playful side project. These items are produced here in *TypeFace* with their permission.]



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# SPOTLIGHT ON RESEARCH

## JOHN HACKSTON (INTP)



*John Hackston is Head of Research and Development at OPP; he is a Chartered Psychologist with over 25 years of experience in helping clients to understand and use psychometric tests and questionnaires. John has used Type extensively in both individual and team development, and has managed a number of large scale projects including the development of the European versions of the MBTI® Step II instrument.*

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John.Hackston@opp.com.*

I'm writing this edition's column in the run-up to Easter, in Holy week. I also have a slight cold, and I'm off to the USA in a few weeks. And I'm doing all this while sitting at a rectangular desk and staring at a rectangular screen. So, using these events as the flimsiest of excuses, let me spin you a tale of research into type and religion, medical students, expatriates and (of course) rectangles.

### **Religious experience, and the religious life**

Are people with some type preferences more likely to experience and report religious experience than others? A study by Leslie Francis and Andrew Village suggests that this is the case. 4,421 practising Anglican clergy and laity answered, on a four-point scale, the question "Have you ever had something you would describe as a 'religious experience' and also completed a type questionnaire. Those with an iNtuitive preference were significantly more likely to report religious experiences than those with a Sensing preference. The effect was not confined to Anglicans; a further study, by Leslie Francis and Giuseppe Crea, looked at type and mystical orientation amongst 1,155 Italians who completed a type questionnaire and the Mystical Orientation Scale. Those with an iNtuitive preference showed a significantly higher mean score on the index of mystical orientation than did those with a Sensing preference; INFPS had the highest scores and ISTJs the lowest. It may be (as suggested by Christopher Ross), that those with an iNtuitive preference are in general more comfortable with ambiguity, therefore draw less of a boundary between the sacred and the secular, and so are more likely to see a spiritual dimension in secular phenomena. For those who are not members of an organised religion, this spiritual or mystical dimension may not be perceived as a specifically religious experience. What unusual or unknowable experiences have you had lately – and to what extent did you see these as mystical or religious?

Of course, religious experience does not operate in a vacuum, and those practising a religious life

are likely to show the same personality differences as the rest of humanity. In everyday life, the Sensing preference is associated with a practical realistic focus on the here and now. Phra Nicholas Thanissaro found a similar effect with teenaged Buddhists in Britain; those with a Sensing preference were more likely to carry out personal religious practice (PRP) daily, rather than less frequently. And, in line with much other research suggesting that Extraverts tend to be happier and more satisfied at work, Leslie Francis and Giuseppe Crea found that Catholic priests and sisters with a preference for Extraversion tended to be personally happier and more satisfied with and less exhausted by their ministry than those with an Introversion preference.

### **Physician, heal thyself?**

I'm not going to trouble the doctor with my cold (the one I mentioned in the first paragraph); she has more than enough to do already. Medicine is not an easy profession, and even being a medical student is stressful; studies have suggested that between 20 and 50 percent of medical students suffer from distress and burnout. Stephanie Bughi and her colleagues carried out research to see if psychological type could help predict those at risk of burnout, with a view to helping them. 185 first year medical students completed the MBTI® assessment, the general well-being schedule (GWB) and the Maslach Burnout Inventory – Student Survey (MBI-SS). Just under half the group (45%) reported some distress. Those with a preference for Extraversion reported greater levels of positive well-being, self-control, and professional efficacy, and lower levels of depression, compared to those with a preference for Introversion.

The researchers believe that the results could be useful in helping medical students become aware of their potential for distress and burnout. Although they do not explicitly mention this, there is a great deal of information and many resources already available on likely stressors, stress reactions and coping strategies for people with different type preferences, and a knowledge of these would be of value for medical students. More widely, the re-

search indicates just how stressed medical students as a whole may be, and emphasises the importance of paying more attention to physician well-being.

### The expat effect

Are managers who have worked abroad different, in personality terms, from those who have not? Adrian Furnham looked at the personality profiles of over 13,000 middle and senior managers, some of whom had worked abroad, and some of whom had not. In MBTI® terms, the clearest difference was that those with experience of living abroad were more likely to have a preference for Thinking than those who had not.

There were a number of issues with this study. First, those with experience of living abroad were also more likely to be male, making it difficult to say if the underlying difference was between males and females (with the T-F difference coming about as a result) or between Thinking and Feeling (with the male-female difference as a result). Secondly, the study was cross-sectional, meaning that it is impossible to say whether being an expatriate changes one's behaviour (and hence reported type), or whether those who are male and have a preference for Thinking are more likely than others to become expatriates in the first place. However, the results do suggest that there are differences that could be useful to take account of when expatriates return from an overseas posting.

### Don't be a square, daddy-o (well, not if you have a preference for Feeling)

Since the time of Euclid, over 3,000 years ago, it has been suggested that there is something uniquely satisfying in the proportions of the 'golden rectangle', a shape where the sides follow the 'golden ratio' of 1:1.61803 ... (like  $\pi$ , this is an irrational number, and goes on forever). Mathematicians like the golden rectangle because if you cut it into a square and a smaller rectangle, that smaller rectangle has the same aspect ratio as the original rectangle, and so on ad infinitum (try it if you don't believe me). But it has also been claimed that the golden rectangle is especially aesthetically pleasing; for example, the architect Le Corbusier explicitly used the golden ratio in his work.

But is the golden ratio pleasing to everyone, or does personality preference also mean a preference for different aspect ratios? Ching-yi Wang decided to find out. 656 individuals (270 designers and 386 novices) completed a type questionnaire and viewed a series of rectangles; they were asked to rate their preference for each on a scale from 1 (least favourite) to 5 (most favourite). Overall, a rectangle with proportions near to

that of the golden ratio tended to be preferred. However, there was a difference between participants with a Thinking or a Feeling preference. Those with a preference for Thinking had a particular preference for rectangles that were approaching a square; those with a preference for Feeling were able to accept rectangles with more extreme proportions.

What is the practical significance of this research? Well, for designers it does imply that developing products that have proportions near to that of the golden rectangle is generally a good bet. But does it mean that people with a preference for Feeling like widescreen TVs or panoramic photos more than someone with a Thinking preference? Will we see a future version of the MBTI® assessment containing pictures of rectangles? Are you now allowed to call me a square (I have preferences for INTP)? I feel a research project coming on ...

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## TYPEFACE ARCHIVE – 'MILO' AT CAPT

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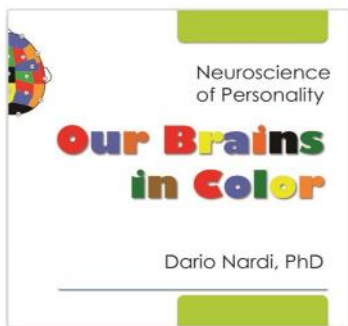
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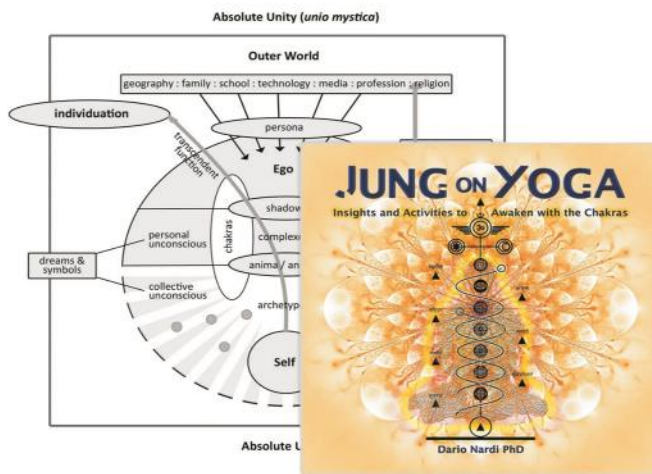
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In 1932, Dr. Carl Jung gave four talks on yoga, an ancient body-mind practice. With the help of symbols, Jungian quotes, and other playful elements from his talks, we will take a tour of the dynamic layers of un/consciousness. The day includes breath-work and stretching, Type-specific body-mind



# TYPES OF SWEETS

BY NANCY SILCOX (ENTJ)

Assistant Editor



E - M & Ms	S - Mars Bar	T - Soft Mints	J - Toblerone
I - Toffees	N - Turkish Delight	F - Gummy Bears	P - Haribo

**What? You didn't think that your Psychological Type could influence what kind of sweets you choose? Let's reflect: There are all kinds of sweets—chocolate, liquorice, sour, chewy, crunchy, suckers, gob-stoppers, soft centres, strong flavours, minty, ones you lick, ones you suck, ones you eat by the handful, those you share. Which ones do you prefer?**

**E – Extraverts** who focus on the outer world might like M & Ms, Tic Tacs or Minstrels that you can enjoy sharing around as you enjoy the colours, movement and little clicks they make as they roll in your hand. Choice is a good thing and they may choose something different every time.

**I – For Introverts** who focus internally and connect to the past, Toffees or Gob-Stoppers that last a long time, give plenty of time to savour and remember circumstances such as when you ate them as a child. Think Werther's Hard Candies, Candy Canes or even Cadbury's Creme Eggs.

**S – Sensing** Types may be drawn to sweets that attract the senses by colour, scent and sound as well as taste—Red Hot Cinnamons, Crunchy Bars and Liquorice Allsorts. Perhaps Gummy Bears and Refreshers give that zing to the senses, while candy floss and mallows are sensing experiences remembered from youthful holidays. Traditional Sensors might go for Mars Bars and Twix.

**N –** Hidden centres like Eclairs, or exotic scents such as the rose-scented Turkish Delights might attract the **iNtuitive** Types. Or perhaps Love Hearts with their messages and romantic heart-shaped, red-foil-wrapped chocolates. Ferrero Rocher, Rolos, and Milk Tray have that exciting connotation from advertisements on TV that have gotten into the iNtuitive subconscious.

**T – Thinking:** What is a logical sweet? Logical sweet decisions could be economy driven—more for your money like Fruit Pastilles; healthy options like Wine Gums; Terry's Chocolate Orange that opens with a bang; and Soft Mints that are handy to have for sudden hunger pangs, coughs or bad breath.

**F –** Values based choices are a little harder to predict because they can depend on life experiences more than the other preferences, but perhaps we could speculate that the **Feeling** Types would have a leaning towards fair trade chocolate, organic and sweets using dyes that were non-animal-tested. Love Hearts for the romantic; Aero Bars for the figure conscious; Snickers for the athletic and energetic; or Gummy Bears for sharing. On the other hand their value might just be thrift, economy and value for money!

**J - Organised Judging** Types are soothed by packets of sweets neatly wrapped in a tube or row like Rolos, so they can be consumed one at a time and not get your fingers sticky. And they would put the wrapper in their pockets to dispose of in a bin rather than drop it on the ground. Toblerone gives you chocolate and honey combined in measured pieces.

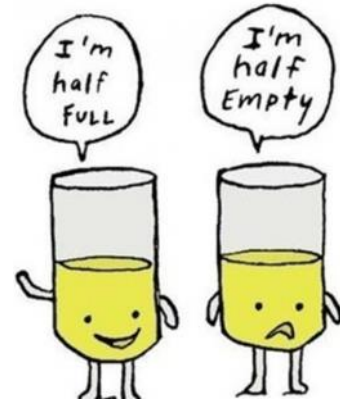
**P – Perceiving** Types who are always looking for more perception or input might like variety and fun—sweets like Haribo, Sherbets to dip or Flying Saucers and Space Dust are great. Toffee, complete with hammer for breaking it up is an action candy! And Kinder Surprise is not just for kids—I know adults who collect the prizes! Perceivers might carelessly drop wrappers or sticks without noticing the bin right beside them!

**Next time you buy a sweet for yourself, think about whether you choose based on tradition, habit, happy memories, economy, health consciousness, or advert influences. Does your Type have anything to do with your sweets?**

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## IS IT HALF EMPTY OR HALF FULL?

**ENTJ:** Hey! This is a beer glass, not a water glass!



Source: Linked-In – February, 2011 – posted by Tim McGinnis.

## BOOK REVIEWER WANTED!

I am looking for someone to carry out a Book Review for the Summer, 2018, issue of *TypeFace* of a book published in New Zealand by Nonen Titi entitled “*The Music of Life: Playing with Natural Talents*”. The book is described as a descriptive guide to discovering Typenames.



The book was published by Nonen Titi in May, 2011, and printed by The Copy Press in New Zealand. It is 164 pages long. ISBN 978-0—473-18938-9.

The description on the back page reads:

Who am I? Who are you? Do you ever have one of those days when you feel you’re in the wrong relationship or hate your job or could strangle your kids or wonder what possessed your parents?

Do you feel like you’re forever running after good advice – and it never quite works?

People are not identical copies of each other. Every person is born with a different set of natural talents. Ignoring your natural talents can make life difficult and frustrating, living in harmony with them makes success and happiness easy to achieve.

This book describes the 16 human types and allows you to quickly discover not only your own personality type, but the personalities of your loved ones, your friends and your colleagues.

If you would like to do this *Book Review for TypeFace*, please get in touch with me on: [gill.clack@kcl.ac.uk](mailto:gill.clack@kcl.ac.uk) and I’ll send on the book to you.

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